



Summary of Benefits **Brazil**



At CrowdStrike, we believe that you, our employees, are our most important asset. Helping you and your families achieve and maintain good health—physical, emotional and financial—is the reason CrowdStrike offers you this benefits program. The following is a brief overview of the employee benefits package offered to you.

Medical

Medical Coverage	
Carrier	CarePlus
Plan Type	Executive Plan (Master 1 CCP6.1)
Coverage Effective	Date of Hire
Eligibility	Employees, apprentices, and their dependents
Employee Cost	CrowdStrike pays 100% of the cost for employees and dependents
Coinsurance	Employees pay 20% for certain services (ex. Elective appointments, emergency room consultations, simple tests)
Pre-existing Condition	Pre-existing conditions are covered
International Assistance	Up to USD \$300,000 urgency/emergency coverage
Premiums Taxation	Medical premiums paid by CrowdStrike are not reportable as taxable income on the wage statement
Access	Phone: 0800 13 2992 Website: www.careplus.com.br

Dental

Dental Coverage	
Carrier	CarePlus
Plan Type	Dental Lite
Coverage Effective	Date of Hire
Eligibility	Employees, apprentices, and their dependents
Employee Cost	CrowdStrike pays 100% of the cost for employees and dependents
Benefit	<ul style="list-style-type: none"> • Prevention • Dental Surgery • Orthodontics • And more
Premiums Taxation	Premiums paid by CrowdStrike are not reportable as taxable income on the wage statement
Access	Phone: 0800 13 2992 Website: www.careplus.com.br

Life & Disability

Life (with Disability & Accident)

Carrier	Prudential
Coverage Effective	Date of Hire
Eligibility	Employees and apprentices
Employee Cost	CrowdStrike pays 100% of the cost for employees
Benefit Amount: Employee	Life: 24x monthly base salary up to BRL 1,373,360 Disability: 24x monthly base salary Accidental Death: 24x monthly base salary
Benefit Amount: Spouse	Life: 50% of employee's insured amount Disability: 50% of employee's insured amount Accidental Death: 50% of employee's insured amount (Maximum benefit limited for all 3 coverages is BRL 686,680)
Benefit Amount: Child	Life: 10% of employee's insured amount, up to BRL 15,000
Family Funeral Assistance	BRL 7,000
Definition of Annual Earnings	Basic Annual Salary
Premiums Taxation	Life premiums paid by the company are not reportable as taxable income on the wage statement
Access	Phone: 0800 730 0011 Website: www.prudentialdobrasil.com.br

Retirement

Retirement					
Provider	Brasilprev				
Eligible Date	Waiting period 90-days from hire date Enrollment may begin after the waiting period				
Eligibility	Employees and apprentices				
Employee Contribution	<p>Enrollment is voluntary. Employees may contribute 2 types of contributions:</p> <ul style="list-style-type: none"> • PGBL Contributions are excluded from income tax of up to 12% of the taxable annual gross income. You do not pay income taxes on contributions made to the Plan. You will be taxed when you withdraw your account balance. Taxation occurs according to the chosen regime and current laws. • VGBL Contributions are not excluded from income taxes. The contributions are taxed before they are deposited into the Plan. When you withdraw your account, you pay taxes only on the investment income but not on the contributions. <p>Contribution elections may be stopped at any time, but changes (increasing or decreasing) are allowed 2 times per year, during May and October.</p>				
Company Contribution	<p>CrowdStrike will match 100% of your PGBL or VGBL contributions, up to 4% of Pensionable Salary.</p> <p>Maximum company contribution per calendar year is BRL 40,000</p>				
Definition of Pensionable Salary	Annual base pay, bonuses from the corporate incentive and sales incentive plans, and commissions from the commission plan				
Vesting on Company Contributions	Year 1	Year 2	Year 3	Year 4	Year 5
	20%	40%	60%	80%	100%



Business Travel Accident

Business Travel Accident

Carrier	Chubb
Eligibility	All employees and dependents while travelling for CrowdStrike only
Employee Cost	CrowdStrike pays 100% of the cost for employees and dependants
Benefit	<ul style="list-style-type: none"> Covers expenses associated with accidental death or dismemberment while travelling for CrowdStrike on both domestic and international business (including US and Worldwide employees) USD \$250,000 for active full-time employees USD \$50,000 for spouse; USD \$25,000 for child USD \$2,500,000 aggregate maximum (for all losses per covered accident) Up to USD \$250,000 for out of country medical per person, per occurrence 100% coverage for Emergency Medical Evacuation



Employee Assistance Program

Employee Assistance Program

Carrier	Optum
Eligibility	All employees and their immediate family members
Employee Cost	CrowdStrike pays 100% of the cost for employees and dependants
Services	<p>Free, and confidential, service to expert, practical assistance and emotional support that can help you through personal and family matters.</p> <ul style="list-style-type: none"> • 1:1 counselling (5 free sessions) • Free 30-minute legal consultation • Expert financial coaching • Manager consultations for workplace concerns • Tele-mental health • Work/Life Services, including adult and elder care support, childcare support, chronic illness/condition support, convenience services and educational resources
Access	<p>Phone: 0800 025 4321 or from abroad +55 21 3139 9165</p> <p>Website: www.livewell.optum.com</p> <ul style="list-style-type: none"> • Access Code: Crowdstrikeglobal

Mind Health

Mind Health	
Carrier	Modern Health
Coverage Effective	Date of Hire
Eligibility	Employees and adult dependents (18+)
Employee Cost	CrowdStrike pays 100% of the cost for employees
Services	<p>Modern Health is CrowdStrike's mind health platform that helps you be your best self, at work, at home, and in your relationships. You have access to:</p> <ul style="list-style-type: none"> • 8 free sessions with a certified coach • community sessions (called Circles) • and a robust library of self-paced, digital mind health resources.
Access	<p>my.modernhealth.com</p> <p>Company Code: CrowdStrike</p>

Employee Stock Purchase Plan

Our Employee Stock Purchase Plan (ESPP) allows eligible employees the opportunity to purchase CrowdStrike stock at a discounted price.

Allowances

CrowdStrike provides allowances for meals, education, family, **daycare**, and transportation.

Meal, education, **daycare**, and transportation allowances are not taxable.

Meal

40 BRL per working day (or approximately 840 BRL per month)

Provided through an allowance credit card issued by Flash Inc.

Education

840 BRL per month

Provided through an allowance credit card issued by Flash Inc.

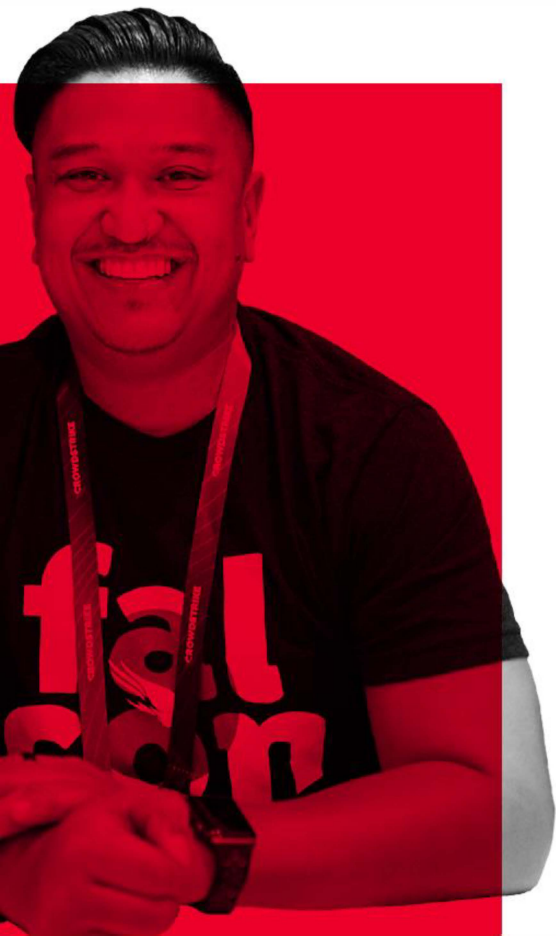
Daycare

- Ages 0 to 24 months (0 to 2 years): Up to 646 BRL/month
- Ages 25 to 71 months (2 to 5 years and 11 months): Up to 565 BRL/month

Provided through payroll reimbursement

Transportation

Only for employees who must travel between home and office



Holiday

Please view the holiday calendar for 2023 – 2024 for Brazil by going on Workday.

Contact

CarePlus Medical and Dental & Prudential Life Insurance:

Ricardo Tomassini, Mercer Marsh Benefits
Ricardo.Tomassini@mercermarshbeneficios.com
 +55 11 96444-1519

Mercer Marsh Member Service (answer questions and provide information about the CarePlus and Prudential package):

- Assistance in requesting a reimbursement preview;
- Documentation for reimbursement;
- Clarification on pending reimbursement;
- Assistance for authorization for medical procedures;
- And more

Call Center: 0800 8913467

Suporte.beneficios@mercermarshbeneficios.com

Hours of Service: Monday to Friday from 8:30 to 17:00hs through telephone or email service. Reply within 48 working hours.

Brasilprev Retirement Plan:

Jeferson Pacheco, Mercer Marsh Benefits
Jeferson.pacheco@mercer.com
 +55 11 97322-8688

Allowances:

HR Services
hrrservices@crowdstrike.com

Business Travel Accident:
 Chubb: +1 630 694 9764

HR Manager: Bruno Correa
Bruno.correa@crowdstrike.com

The information in this overview is a general outline of the benefits offered under the CrowdStrike benefits program. Specific details and limitations are provided in the plan documents. If the information in this overview differs from the plan documents, the plan documents will prevail.

